

(Signature), full name, I



Nguyễn Thị M

Nguyen Thi Mai Thanh  
General Director

**THE ANNUAL GENERAL MEETING'S RESOLUTION  
OF REE CORPORATION**

***Re: Approval of reports and proposals submitted to  
the Annual General Meeting for the fiscal year 2024 on April 1<sup>st</sup>, 2025***

**THE ANNUAL GENERAL MEETING OF REE CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17<sup>th</sup>, 2020;
- Pursuant to the Charter of REE Corporation;
- Pursuant to the Meeting Minutes of the Annual General Meeting for the fiscal year 2024 ("AGM") held on April 1<sup>st</sup>, 2025.

**RESOLVED THAT**

**Article 1:** Report on the implementation of the AGM's resolution dated March 29<sup>th</sup>, 2024, and the Company's development strategy by the Board of Directors.

**Article 2:** Report on business results in 2024 and the Business Plan for 2025

2024 business results:

- Revenue : VND 8,384 billion, a decrease of 2.2% over 2023
- Profit after tax : VND 1,993 billion, a decrease of 8.9% over 2023

2025 business plan:

- Revenue : VND 10,248 billion, an increase of 22.2% over 2024
- Profit after tax : VND 2,427 billion, an increase of 21.7% over 2024

**Article 3:** Report of the BOD's independent member in the Audit Committee.

**Article 4:** Appointment of the Independent Auditor for the fiscal year 2025

The AGM authorized the Board of Directors to appoint one of the following four auditing companies to audit the 2025 financial statements of REE Corporation:

- Deloitte Vietnam Company Limited
- Ernst & Young Vietnam Company Limited
- KPMG Vietnam Company Limited
- Price Waterhouse Cooper Vietnam Company Limited

**Article 5:** Profit distribution for the fiscal year 2024 and dividend plan for the fiscal year 2025

The AGM approved the proposal on Profit distribution for the fiscal year 2024 and dividend plan for the fiscal year 2025 as follows:

**2024's profit distribution**

Unit: VND

2024 profit after tax (1)	1,993,385,852,649
- Less associate companies' 2024 equity accounting profit	(717,040,007,469)
- Add cash dividends received from associate companies in 2024	939,494,592,363
2024 distributable profit	2,215,840,437,543
2024 dividend proposed at 25% (2), in which:	1,177,533,500,000
- 10% cash dividend	471,013,400,000
- 15% share dividend (100:15 share split)	706.520.100.000
Retained earnings (1) – (2)	815,852,352,649

#### **Dividend for 2024:**

The Annual General Meeting approved the dividend payout for 2024 at 25%, consisting of 10% in cash and 15% in shares.

#### **1- 2024 cash dividends:**

The Board of Directors has proposed to pay cash dividends for 2024 as follows:

- Dividend: 10%/par value (1,000 VND/share)
- Payment method: in cash
- Source of payment: the Company's undistributed earnings
- The last record date: February 28<sup>th</sup>, 2025
- Payment date: April 4<sup>th</sup>, 2025

#### **2- 2024 share dividend:**

The Annual General Meeting of Shareholders approved share dividend for 2024 of 15% on the charter capital with the Plan to issue dividend shares as follows:

- Share name: share of REE Corporation
- Share type: common shares
- Form of share: registered shares
- Share par value: VND 10,000/share (*ten thousand Vietnamese Dong per share*)
- Issuance purpose: paying 2024 dividends in shares
- Source of share dividends: the Company's retained earnings
- Number of shares to be issued: 70,652,010 shares
- Total par value: VND 706,520,100,000
- Share issue ratio: 100:15 (Shareholders receive 15 new shares for every 100 owned shares)
- Issue plan and handling of odd shares:
  - Shareholders holding ESOP-2023 program shares that are still under transfer restriction are entitled to receive dividend payments in shares for 2024.
  - Transfer of right to dividend shares: Shareholder's right to receive 2024 dividend shares is not transferable.
  - Shares issued for 2024 dividend payment are transferable after listing of the shares.
  - Rounding and handling of odd shares (*if any*): The number of shares to be distributed will be rounded down to the nearest unit. The remaining number of odd shares will be cancelled.
- Dividend shares issued to: the Shareholder list, to be finalised after obtaining approval for dividend share issue from the authorities.
- Estimated time of issue: within 2025.

The Annual General Meeting authorised the Board of Directors to implement the following:

- After share issuance, authorise the Board of Directors to complete relevant procedures for share registration with the Vietnam Securities Depository and Clearing Corporation, register for listing of the issued shares on Ho Chi Minh City Stock Exchange, and register for a charter capital increase corresponding to the number of issued shares at the competent state management agency.
- Performing the other related procedures to complete the assigned tasks.



- The Board of Directors is authorised to delegate to the General Director to perform some or all of the specific tasks mentioned above.

#### **Dividend plan for 2025:**

The Annual General Meeting of Shareholders approved the maximum advance cash dividend payment for 2025 is 10% of charter capital, and authorised the Board of Directors to decide on the implementation time, perform other related procedures to implement and complete the advance dividend payment for 2025.

#### **Article 6: The share issuance plan under the employee option program within the company**

The Annual General Meeting approved the share issuance plan under the employee option program within the company as follows:

Program name:	ESOP-2025 Program
The share:	Share of REE Corporation
Share code:	REE
Share type:	Restricted common shares
Share's par value:	VND 10,000 /share
Number of shares expected to be issued:	500,000 shares
Purpose of the program:	In order to incentivize REE Group's key management personnel performance and to foster engagement and alignment with the company's long-term sustainable development.
Eligibility to participate in the program:	Responsibility delegated to the Board of Directors to implement the company's policy on the share issuance under ESOP-2025 Program.
Rights to buy ESOP-2025 Program shares:	Non-transferable
Selling price:	VND 10,000 /share
Price determination principle:	The fixed selling price is VND 10,000 /share
Share transfer restrictions:	<ul style="list-style-type: none"> <li>– The new shares issued and sold to qualified employees will be restricted in terms of transferability in a three-year period as follows: <ul style="list-style-type: none"> <li>• After the first year from the date of issue, only 30% of allocated shares are transferable;</li> <li>• After the second year, another 30% of allocated shares are transferable;</li> <li>• And after the third year, the remaining 40% of the allocated shares are transferable.</li> </ul> </li> <li>– All rights and benefits arising (if any) from the allocated shares are transferable.</li> </ul>
Trading method:	Transfer share ownership through the Vietnam Securities Depository and Clearing Corporation.
Implementation timeline:	In Q1 2026

The Annual General Meeting authorised the Board of Directors to implement the following:

- Promulgate the company's policy on selling and distributing the shares to key management personnel;
- Decide the list of key management personnel and the corresponding number of shares to be allocated;

- Deciding in the case of number of shares that are not registered to buy (if any);
- Conduct the registration procedures for ESOP-2025 Program with State Securities Commission ("SSC"), update or amend the plan according to the feedback from SSC or to make sure the plan in compliance with the current regulations (if any);
- Complete the relevant procedures with State Securities Commission, Ho Chi Minh City Stock Exchange and Vietnam Securities Depository and Clearing Corporation in accordance with the existing laws;
- Perform other related procedures to complete the undertaking; and
- Authorize the CEO to carry out some or all specific procedures as mentioned above

#### **Article 7: Remuneration of the Board of Directors and Board committees for 2025**

Resolved that:

- The total remuneration of the Board of Directors and Subcommittees paid in 2024 was VND 10,710,000,000.
- The total remuneration of the Board of Directors and Board Committees for the fiscal year 2025 will be VND 11,280,000,000.

#### **Article 8: Amending, supplementing the Charter**

The Annual General Meeting approved the amending and supplementing the Charter as follows:

Current Charter	Amendments and Supplements
<b>Article 5. The charter capital, shares and founding shareholders</b>	
<b>Clause 2:</b> 2. The Company can change its charter capital when the General Meeting of Shareholders approves and in accordance with the provisions of law.	<b>Clause 2:</b> 2. The Company may change the charter when the General Meeting of Shareholders approves <b>or as required by law, in each case</b> in accordance with the provisions of law.
<b>Article 19. Procedures for conducting the meeting and voting at General Meeting of Shareholders</b>	
<b>Clause 2:</b> 2. Upon registration of shareholders, the company shall issue a <b>voting ballot</b> to each shareholder or proxy with voting rights which shall indicate registration number, full name of the shareholder, full name of the proxy and number of votes of such shareholder. Voting shall be executed by agreeable, non-agreeable and non-opinion vote. The total number of the affirmative and negative votes and abstentions in respect of each issue shall be announced by the Chairperson of the meeting immediately after voting on such issue. The General Meeting of Shareholders shall elect a person who shall be responsible to count the votes or supervise the counting of votes at the request of the Chairperson. The number of members of the Vote-Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson.	<b>Clause 2:</b> 2. Upon registration of shareholders, the company shall issue a <b>voting ballot</b> to each shareholder or proxy with voting rights which shall indicate registration number, full name of the shareholder, full name of the proxy and number of votes of such shareholder. Voting shall be executed by agreeable, non-agreeable and non-opinion vote. The total number of the affirmative and negative votes and abstentions in respect of each issue shall be announced by the Chairperson of the meeting immediately after voting on such issue. The General Meeting of Shareholders shall elect a person who shall be responsible to count the votes or supervise the counting of votes at the request of the Chairperson. The number of members of the Vote-Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson.
<b>Article 20. Approving the resolutions of General Meeting of Shareholders</b>	
<b>Clause 1:</b>	<b>Clause 1:</b>



Current Charter	Amendments and Supplements
<p>1. Except for the case stipulated in Clause 2 and Clause 3 of Article 20, the resolutions of the General Meeting of Shareholders must be passed by more than 50% of the total votes of the Shareholders <b>who are present in person</b> at the meeting.</p> <p>a. Approval of annual financial statement;</p> <p>b. Short-term and long-term development plan of the company;</p> <p>c. Removal and dismissal member of the Board of Directors;</p> <p>d. And other issues.</p>	<p>1. Except for the case stipulated in Clause 2 and Clause 3 of Article 20, the resolutions of the General Meeting of Shareholders must be passed by more than 50% of the total votes of the Shareholders <b>attending and voting</b> at the meeting.</p> <p>a. Approval of annual financial statement;</p> <p>b. Short-term and long-term development plan of the company;</p> <p>c. Removal and dismissal member of the Board of Directors;</p> <p>d. And other issues.</p>
<b>Article 20. Approving the resolutions of General Meeting of Shareholders</b>	
<p><b>Clause 2:</b></p> <p>2. Resolutions of the General Meeting of Shareholders on amendment of and supplement to the Charter, on classes of shares and quantity of shares offered for sale; merger, re-organization and dissolution of the Company, Change of the company management structure establishment of subcommittees within the Board of Directors, change of business lines and sectors, investment projects or sales of assets equal to or greater than 35% of the total assets of the Company and its subsidiaries based on the most recent audited financial statements, will only be approved <b>65% or more of the total votes of the Shareholders who are present</b> at the meeting of the General Meeting of Shareholders.</p>	<p><b>Clause 2:</b></p> <p>2. Resolutions of the General Meeting of Shareholders on amendment of and supplement to the Charter, on classes of shares and quantity of shares offered for sale; merger, re-organization and dissolution of the Company, Change of the company management structure establishment of subcommittees within the Board of Directors, change of business lines and sectors, investment projects or sales of assets equal to or greater than 35% of the total assets of the Company and its subsidiaries based on the most recent audited financial statements, will only be approved <b>65% or more of the total voting ballots of the Shareholders attending and voting</b> at the meeting of the General Meeting of Shareholders.</p>
<b>Article 23. Demand for cancellation of resolutions of the General Meeting of Shareholders</b>	
<p>Within ninety (90) days from the date of receipt of <b>a meeting minutes</b> of the General Meeting of Shareholders or the minutes of results of counting written opinion forms at the General Meeting of Shareholders, Shareholders, groups of Shareholders stipulated at Clause 2 Article 115 of Law on Enterprise shall have the right to request a court or an arbitration to consider and cancel a resolution of the General Meeting of Shareholders in the following cases:</p> <p>1. The formality and procedures for convening a meeting of the General Meeting of Shareholders <b>did not comply with</b> the Law on Enterprises and this Charter, except for the case stipulated at Clause 2 Article 152 of Law on Enterprise.</p> <p>2. The content of the resolution breached the Law or this Charter.</p>	<p>Within ninety (90) days from the date of receipt of <b>a resolution or a meeting minutes</b> of the General Meeting of Shareholders or the minutes of results of counting written opinion forms at the General Meeting of Shareholders, Shareholders, groups of Shareholders stipulated at Clause 2 Article 115 of Law on Enterprise shall have the right to request a court or an arbitration to consider and cancel a resolution of the General Meeting of Shareholders in the following cases:</p> <p>1. The formality and procedures for convening a meeting of the General Meeting of Shareholders <b>constitute material violations of</b> the Law on Enterprises and this Charter, except for the case stipulated at Clause 2 Article 152 of Law on Enterprise.</p>



Current Charter	Amendments and Supplements
<p>In case where a resolution of the General Meeting of Shareholders is cancelled in accordance with a decision of a court or an arbitration, the convenor of a meeting of the General Meeting of Shareholders at which such resolution is cancelled may consider re-organizing the General Meeting of Shareholders within thirty (30) days in accordance with the sequence and procedures stipulated in the Law on Enterprise and this Charter.</p>	<p>2. The content of the resolution breached the Law or this Charter.</p> <p>In case where a resolution of the General Meeting of Shareholders is cancelled in accordance with a decision of a court or an arbitration, the convenor of a meeting of the General Meeting of Shareholders at which such resolution is cancelled may consider re-organizing the General Meeting of Shareholders within thirty (30) days in accordance with the sequence and procedures stipulated in the Law on Enterprise and this Charter.</p>
<b>Article 28. Meetings of the Board of Directors</b>	
<p><b>Clause 1:</b></p> <p>1. Initial meeting of a new term of the Board of Directors in order to elect a Chairperson and to pass other resolutions within its authority must be conducted within seven (07) working days from the date of completing the election of the Board of Directors for that term. Such a meeting shall be convened by the member who obtains the highest number of votes. If two or more members obtain the same highest number of votes, such members shall <b>elect a person</b> amongst them to convene the meetings of the Board of Directors <b>by a majority vote</b>.</p>	<p><b>Clause 1:</b></p> <p>1. Initial meeting of a new term of the Board of Directors in order to elect a Chairperson and to pass other resolutions within its authority must be conducted within seven (07) working days from the date of completing the election of the Board of Directors for that term. Such a meeting shall be convened by the member who obtains the highest number of votes. If two or more members obtain the same highest number of votes, such members shall <b>elect a person</b> amongst them to convene the meetings of the Board of Directors <b>by a majority vote</b>.</p>
<b>Article 28. Meetings of the Board of Directors</b>	
<p><b>Clause 3:</b></p> <p>3. Extraordinary meetings: The Chairperson must convene meetings of the Board of Directors, shall not be delayed without a legitimate reason, when any of the following subjects makes a written request specifying the purpose of the meeting and the issues to be discussed:</p> <ul style="list-style-type: none"> <li>a. Independent member of the Board of Directors;</li> <li>b. General Director or at least another five (05) Executives;</li> <li>c. At least two (02) <b>members</b> of the Board of Directors.</li> </ul>	<p><b>Clause 3:</b></p> <p>3. Extraordinary meetings: The Chairperson must convene meetings of the Board of Directors, shall not be delayed without a legitimate reason, when any of the following subjects makes a written request specifying the purpose of the meeting and the issues to be discussed:</p> <ul style="list-style-type: none"> <li>a. Independent member of the Board of Directors;</li> <li>b. General Director or at least another five (05) Executives;</li> <li>c. At least two (02) <b>members</b> of the Board of Directors.</li> </ul>
<b>Article 38. Appointment, dismissal, rights and responsibilities of General Director</b>	
<p><b>Clause 4:</b></p> <p>4. Dismissal: Board of Directors may <b>dismiss</b> the General Director when majority members of the Board of Directors with the voting rights</p>	<p><b>Clause 4:</b></p> <p>4. Dismissal: Board of Directors may <b>dismiss</b> the General Director when majority members of the Board of Directors with the voting rights</p>

Current Charter	Amendments and Supplements
approve for it and appoint a new General Director as replacement.	approve for it and appoint a new General Director as replacement.
<b>Article 58. Effective date</b>	
<b>Clause 1:</b> This Charter consists of 58 Articles, approved by the General Meeting of Shareholders of REE Corporation amended, supplemented, and approved together with the context of this Charter entering into force at the General Meeting of Shareholders on <b>March 29<sup>th</sup>, 2024</b> .	<b>Clause 1:</b> This Charter consists of 58 Articles, approved by the General Meeting of Shareholders of REE Corporation amended, supplemented, and approved together with the context of this Charter entering into force at the General Meeting of Shareholders on <b>April 1<sup>st</sup>, 2025</b> .

**Article 9: The relinquishing of Board Member**

Resolved that Mr. Huynh Thanh Hai will resign from the position of Board Member as of April 1<sup>st</sup>, 2025.

**Article 10: Result of election to supplement Board Member for the remaining term of 2023 – 2027**

No.	Name of candidate	Total valid votes	% elected
1	Ashok Ramachandran	364,921,376	97.27%

The General Meeting has elected Mr. Ashok Ramachandran as a shareholder representative to join the Board of Directors for the remaining term of 2023 – 2027.

**REE CORPORATION**  
**ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS**

Chair person



Alain Xavier Cany





**MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS  
FOR THE FISCAL YEAR 2024 OF REE CORPORATION**

Today, April 1<sup>st</sup>, 2025, the Board of Directors (“BOD”) of REE Corporation (“REE”) – 364 Cong Hoa Street, Tan Binh District, Ho Chi Minh City, the business license No. 0300741143 latest revision on November 25<sup>th</sup>, 2024 by the Department of Planning and Investment of Ho Chi Minh City – conducts the Annual General Meeting of Shareholders for the fiscal year 2024 (“AGM”).

Time: 8:11 AM, April 1<sup>st</sup>, 2025

Venue: e.town 1 office building

364 Cong Hoa Street, Ward 13, Tan Binh District, Ho Chi Minh City

Agenda: Please see the attached AGM materials

**I - THE ATTENDANTS AND LEGAL STATUS OF THE AGM**

**The attendants:**

- Shareholders
- Board of Directors:
  - Mr. Alain Xavier Cany – Chairman
  - Mdm. Nguyen Thi Mai Thanh – Member
  - Ms. Hsu Hai Yeh – Member
  - Mr. Nguyen Ngoc Thai Binh – Member
  - Mr. Mark Andrew Hutchinson – Member
  - Mr. Do Le Hung – Member
- Representative of Ernst & Young Vietnam Company Limited

**The legal status of the AGM:**

The Organizing Committee reports on the attending shareholders:

Summary:

- Total outstanding shares: 471,013,400 shares owned by 19,949 shareholders;
- Number of shareholders attending the AGM is 132 shareholders, representing for 336,236,545 shares, accounting for 71.39% of total outstanding voting right share.

Pursuant to Clause 1, Article 145 of the Enterprise Law 2020 and Clause 1, Article 18 of the Company Charter, the AGM is legally and lawfully convened.

## II - SEQUENCE OF THE AGM

### A - Opening of the AGM

The Organizing Committee introduces the Presiding Committee who will lead the AGM:

1. Mr. Alain Xavier Cany – Chairman
2. Mdm. Nguyen Thi Mai Thanh – Member
3. Mr. Nguyen Ngoc Thai Binh – Member

Secretariat:

1. Ms. Tran Kim Linh – Secretary of BOD
2. Mr. Nguyen Khac Ngoc Duy
3. Ms. Huynh Thi Thuy Duong

Voting Committee:

1. Mr. Quach Vinh Binh. – Head
2. Mr. Dang Quang Vinh. – Member
3. Mr. Nguyen Vu Phu – Member

The AGM approved the nomination of the Presiding Committee, Secretariat and Voting Committee as mentioned above.

### B – Annual reports and proposals

**Issue 1:** Report on the implementation of the AGM's resolution dated March 29<sup>th</sup>, 2024, and the Company's development strategy

By: Mdm. Nguyen Thi Mai Thanh – Board Member

**Issue 2:** Report on business results in 2024 and the Business Plan for 2025

By: Mdm. Nguyen Thi Mai Thanh – General Director  
Details in the Annual Report 2024

**Issue 3:** Report of the BOD's independent member in the Audit Committee

By: Mr. Do Le Hung – Independent Board Member, Head of the Audit Committee  
Details in the AGM materials

**Issue 4:** Proposal on the appointment of the Independent Auditor for the fiscal year 2025

By: Mr. Do Le Hung – Independent Board Member, Head of the Audit Committee  
Details in the AGM materials

**Issue 5:** Proposal on profit distribution for the fiscal year 2024 and dividend plan for the fiscal year 2025

By: Mr. Nguyen Ngoc Thai Binh – Board Member  
Details in the AGM materials

**Issue 6:** Proposal on the share issuance plan under the employee option program within the company

By: Mr. Nguyen Ngoc Thai Binh – Board Member  
Details in the AGM materials

**Issue 7:** Proposal on remuneration of the Board of Directors and Board Committees for 2025

By: Mr. Nguyen Ngoc Thai Binh – Board Member  
Details in the AGM materials



### **Update on shareholder participation in the AGM:**

The total number of shareholders attending the AGM at 9:52 AM is 272 shareholders, representing 375,167,688 shares, accounting for 79.65% of the total outstanding voting right shares.

#### **Issue 8: Proposal on amending and supplementing of the Charter**

By: Mr. Quach Vinh Binh – Head of Internal control and Risk management  
Details in the AGM materials

#### **Issue 9: Proposal on relinquishing of Board Member and Report the candidates list of Board Members for the remaining term of 2023 – 2027.**

By: Mr. Quach Vinh Binh – Head of Internal control and Risk management  
Details in the AGM materials

The AGM approved proposal on relinquishing of Board Member and Report the candidates list of Board Member for the remaining term of 2023 – 2027 as follows:

Approval	375,167,688 voting rights	Equivalent to 100% of the total voting rights attending the AGM
Disapproval	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM
Other opinion	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM

Mr. Quach Vinh Binh invites Mr. Alain Xavier Cany, Chairman of the Board of Directors, to introduce Mr. Ashok Ramachandran as a candidate for additional election to the Board of Directors for the remaining term of 2023-2027.

#### **Issue 10: Voting rules**

By: Mr. Quach Vinh Binh – Head of Internal control and Risk management  
Details in the AGM materials.

The AGM approved the Voting rules as follows:

Approval	375,167,688 voting rights	Equivalent to 100% of the total voting rights attending the AGM
Disapproval	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM
Other opinion	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM

The AGM conducts voting.

### **C - Discussion:**

All of the questions raised by shareholders for discussion have been answered clearly and in detail by the Presiding Committee and the Company's Management Board at this AGM. Please kindly refer to the Appendix attached to Meeting Minutes.

### **D – Voting results**

After the discussion, shareholders vote on the issues proposed to the AGM.

Voting results for each issue are presented as follows:

**Issue 1: Report on the implementation of the AGM's resolution dated March 29<sup>th</sup>, 2024, and the Company's development strategy**

The AGM approved the report on the implementation of the AGM's resolution dated March 29<sup>th</sup>, 2024, and the Company's development strategy.

Voting results:

Approval	375,167,688 voting rights	Equivalent to 100% of the total voting rights attending the AGM
Disapproval	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM
Other opinion	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM

**Issue 2: Report on business results in 2024 and the Business Plan for 2025**

The AGM approved on summary of consolidated business results in 2024 of REE Corporation (audited by Ernst & Young Company) and business plan for 2025 as follows:

2024 business results:

- Revenue : VND 8,384 billion, a decrease of 2.2% over 2023
- Profit after tax : VND 1,993 billion, a decrease of 8.9% over 2023

2025 business plan:

- Revenue : VND 10,248 billion, an increase of 22.2% over 2024
- Profit after tax : VND 2,427 billion, an increase of 21.7% over 2024

Voting results:

Approval	375,167,688 voting rights	Equivalent to 100% of the total voting rights attending the AGM
Disapproval	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM
Other opinion	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM

**Issue 3: Report of the BOD's independent member in the Audit Committee**

The AGM approved the report of the BOD's independent member in the Audit Committee.

Voting results:

Approval	374.623,242 voting rights	Equivalent to 99.85% of the total voting rights attending the AGM
Disapproval	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM



Other opinion	544,446 voting rights	Equivalent to 0.15% of the total voting rights attending the AGM
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#### **Issue 4: Proposal on the appointment of the Independent Auditor for the fiscal year 2025**

The AGM approved the principles and proposal on appointing an independent auditor to audit the Company's 2025 financial statements.

##### **1. Principles and guidelines for appointing the independent auditor:**

- Reputable international auditing companies are allowed to operate in Vietnam and are approved by the State Securities Commission to audit organisations and public companies.
- The auditing company has a team of highly qualified auditors, with priority given to companies with extensive experience in auditing businesses operating in the fields of refrigeration, electrical and mechanical engineering, real estate, and energy.
- There is no conflict of interest.
- Fees are reasonable and appropriate for the scope of audit required by REE Corporation.

##### **2. Proposal to appoint the independent auditor for the 2025 financial statements:**

The Board of Directors of REE Corporation respectfully submits to the Annual General Meeting of Shareholders to authorise the Board of Directors or the Audit Committee to appoint one of the following four auditing companies to audit the 2025 financial statements of REE Corporation:

- Deloitte Vietnam Company Limited
- Ernst & Young Vietnam Company Limited
- KPMG Vietnam Company Limited
- Price Waterhouse Cooper Vietnam Company Limited

The AGM approved as follows:

Approval	372,349,535 voting rights	Equivalent to 99.25% of the total voting rights attending the AGM
Disapproval	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM
Other opinion	2,818,153 voting rights	Equivalent to 0.75% of the total voting rights attending the AGM

#### **Issue 5: Proposal on profit distribution for the fiscal year 2024 and dividend plan for the fiscal year 2025**

##### **2024's profit distribution**

Unit: VNĐ

2024 Profit after tax (1)	1,993,385,852,649
- Less associate companies' 2024 equity accounting profit	(717,040,007,469)
- Add cash dividends received from associate companies in 2024	939,494,592,363
2024 Distributable profit	2,215,840,437,543
2024 Dividend proposed at 25% (2), in which:	1,177,533,500,000
- 10% cash dividend	471,013,400,000
- 15% share dividend (100:15 share split)	706,520,100,000
Retained earnings (1) – (2)	815,852,352,649

## **Dividend for 2024:**

The AGM approved a 25% dividend payment for 2024, of which 10% will be paid in cash and 15% in shares:

### **1- 2024 cash dividends:**

- Dividend: 10%/par value (1,000 VND/share)
- Payment method: in cash
- Source of payment: the Company's undistributed earnings
- The last record date: February 28<sup>th</sup>, 2025
- Payment date: April 4<sup>th</sup>, 2025

### **2- 2024 share dividends:**

- Share name: share of REE Corporation
- Share type: common shares
- Form of share: registered shares
- Share par value: VND 10,000/share (*ten thousand Vietnamese Dong per share*)
- Issuance purpose: paying 2024 dividends in shares
- Source of share dividends: the Company's retained earnings
- Number of shares to be issued: 70,652,010 shares
- Total par value: VND 706,520,100,000
- Share issue ratio: 100:15 (Shareholders receive 15 new shares for every 100 owned shares)
- Issue plan and handling of odd shares:
  - Shareholders holding ESOP-2023 program shares that are still under transfer restriction are entitled to receive dividend payments in shares for 2024.
  - Transfer of right to dividend shares: Shareholder's right to receive 2024 dividend shares is not transferable.
  - Shares issued for 2024 dividend payment are transferable after listing of the shares.
  - Rounding and handling of odd shares (if any): The number of shares to be distributed will be rounded down to the nearest unit. The remaining number of odd shares will be cancelled.
- Dividend shares issued to the Shareholder list, to be finalised after obtaining approval for dividend share issue from the authorities.
- Estimated time of issue: within 2025

The AGM authorises the Board of Directors to implement the following:

- Issue 2024 dividend shares after obtaining approval from the State Securities Commission.
- After share issuance, authorise the Board of Directors to complete relevant procedures for share registration with the Vietnam Securities Depository and Clearing Corporation, register for listing of the issued shares on Ho Chi Minh City Stock Exchange, and register for a charter capital increase corresponding to the number of issued shares at the competent state management agency.
- Performing the other related procedures to complete the assigned tasks.
- The Board of Directors is authorised to delegate to the General Director to perform some or all of the specific tasks mentioned above.

## **Dividend plan for 2025:**

The AGM approved the maximum cash dividend advance payment for 2025 of 10% of charter capital and authorizes the Board of Directors to decide on the implementation time, perform other related procedures to implement and complete the advance dividend payment for 2025.

The AGM approved as follows:



Approval	350,313,627 voting rights	Equivalent to 93.38% of the total voting rights attending the AGM
Disapproval	24,854,061 voting rights	Equivalent to 6.62% of the total voting rights attending the AGM
Other opinion	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM

**issue 6: Proposal on the share issuance plan under the employee option program within the company**

The AGM approved the proposal on the share issuance plan under the employee option program within the company:

Program name:	ESOP-2025 Program
The share:	Share of REE Corporation
Share code:	REE
Share type:	Restricted common shares
Share's par value:	VND 10,000 /share
Number of shares expected to be issued:	500,000 shares
Purpose of the program:	In order to incentivize REE Group's key management personnel performance and to foster engagement and alignment with the company's long-term sustainable development.
Eligibility to participate in the program:	Responsibility delegated to the Board of Directors to implement the company's policy on the share issuance under ESOP-2025 Program.
Rights to buy ESOP-2025 Program shares:	Non-transferable
Selling price:	VND 10,000 /share
Price determination principle:	The fixed selling price is VND 10,000 /share
Share transfer restrictions:	<ul style="list-style-type: none"> <li>– The new shares issued and sold to qualified employees will be restricted in terms of transferability in a three-year period as follows: <ul style="list-style-type: none"> <li>• After the first year from the date of issue, only 30% of allocated shares are transferable;</li> <li>• After the second year, another 30% of allocated shares are transferable;</li> <li>• And after the third year, the remaining 40% of the allocated shares are transferable.</li> </ul> </li> <li>– All rights and benefits arising (if any) from the allocated shares are transferable.</li> </ul>
Trading method:	Transfer share ownership through the Vietnam Securities Depository and Clearing Corporation.
Implementation timeline:	In Q1 2026

The AGM authorises the Board of Directors to implement the following:

- Promulgate the company's policy on selling and distributing the shares to key management personnel;
- Decide the list of key management personnel and the corresponding number of shares to be allocated;
- Deciding in the case of number of shares that are not registered to buy (if any);

- Conduct the registration procedures for ESOP-2025 Program with State Securities Commission ("SSC"), update or amend the plan according to the feedback from SSC or to make sure the plan in compliance with the current regulations (if any);
- Complete the relevant procedures with State Securities Commission, Ho Chi Minh City Stock Exchange and Vietnam Securities Depository and Clearing Corporation in accordance with the existing laws;
- Perform other related procedures to complete the undertaking; and
- Authorize the CEO to carry out some or all specific procedures as mentioned above.

The AGM approved as follows:

Approval	343,877,940 voting rights	Equivalent to 91.66% of the total voting rights attending the AGM
Disapproval	31,289,748 voting rights	Equivalent to 8.34% of the total voting rights attending the AGM
Other opinion	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM

#### **Issue 7: Proposal on remuneration of the Board of Directors and Board Committees for 2025**

The Board of Directors reports on the remuneration of the Board of Directors and Board Committees in 2024 and the proposal for 2025 as follows:

- Remuneration of the Board of Directors and Board Committees in 2024:  
The resolution of the Annual General Meeting ("AGM") for the fiscal year 2023 held on March 29th, 2024 approved the total remuneration for the Board of Directors and Board Committees for the fiscal year 2024 to be VND 11,280,000,000. Total remuneration paid in 2024 was VND 10,710,000,000.
- The Board of Directors hereby proposes the total remuneration of the Board of Directors and Board Committees for the fiscal year 2025 will be VND 11,280,000,000.

The AGM approved as follows:

Approval	375,167,688 voting rights	Equivalent to 100% of the total voting rights attending the AGM
Disapproval	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM
Other opinion	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM

#### **Issue 8: Proposal on amending and supplementing of the Charter**

The AGM approved the proposal on amending and supplementing of the Charter as follows:

Current Charter	Amendments and Supplements
<b>Article 5. The charter capital, shares and founding shareholders</b>	
<b>Clause 2:</b> 2. The Company can change its charter capital when the General Meeting of Shareholders approves and in accordance with the provisions of law.	<b>Clause 2:</b> 2. The Company may change the charter when the General Meeting of Shareholders approves or as required by law, in each case in accordance with the provisions of law.



Current Charter	Amendments and Supplements
<b>Article 19. Procedures for conducting the meeting and voting at General Meeting of Shareholders</b>	
<p><b>Clause 2:</b></p> <p>2. Upon registration of shareholders, the company shall issue a <b>voting ballot</b> to each shareholder or proxy with voting rights which shall indicate registration number, full name of the shareholder, full name of the proxy and number of votes of such shareholder. Voting shall be executed by agreeable, non-agreeable and non-opinion vote. The total number of the affirmative and negative votes and abstentions in respect of each issue shall be announced by the Chairperson of the meeting immediately after voting on such issue. The General Meeting of Shareholders shall elect a person who shall be responsible to count the votes or supervise the counting of votes at the request of the Chairperson. The number of members of the Vote-Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson.</p>	<p><b>Clause 2:</b></p> <p>2. Upon registration of shareholders, the company shall issue a <b>voting ballot</b> to each shareholder or proxy with voting rights which shall indicate registration number, full name of the shareholder, full name of the proxy and number of votes of such shareholder. Voting shall be executed by agreeable, non-agreeable and non-opinion vote. The total number of the affirmative and negative votes and abstentions in respect of each issue shall be announced by the Chairperson of the meeting immediately after voting on such issue. The General Meeting of Shareholders shall elect a person who shall be responsible to count the votes or supervise the counting of votes at the request of the Chairperson. The number of members of the Vote-Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson.</p>
<b>Article 20. Approving the resolutions of General Meeting of Shareholders</b>	
<p><b>Clause 1:</b></p> <p>1. Except for the case stipulated in Clause 2 and Clause 3 of Article 20, the resolutions of the General Meeting of Shareholders must be passed by more than 50% of the total votes of the Shareholders <b>who are present in person</b> at the meeting.</p> <ul style="list-style-type: none"> <li>a. Approval of annual financial statement;</li> <li>b. Short-term and long-term development plan of the company;</li> <li>c. Removal and dismissal member of the Board of Directors;</li> <li>d. And other issues.</li> </ul>	<p><b>Clause 1:</b></p> <p>1. Except for the case stipulated in Clause 2 and Clause 3 of Article 20, the resolutions of the General Meeting of Shareholders must be passed by more than 50% of the total votes of the Shareholders <b>who are present in person</b> at the meeting.</p> <ul style="list-style-type: none"> <li>a. Approval of annual financial statement;</li> <li>b. Short-term and long-term development plan of the company;</li> <li>c. Removal and dismissal member of the Board of Directors;</li> <li>d. And other issues.</li> </ul>
<b>Article 20. Approving the resolutions of General Meeting of Shareholders</b>	
<p><b>Clause 2:</b></p> <p>2. Resolutions of the General Meeting of Shareholders on amendment of and supplement to the Charter, on classes of shares and quantity of shares offered for sale; merger, re-organization and dissolution of the Company, Change of the company management structure establishment of subcommittees within the Board of Directors, change of business lines and sectors, investment projects or sales of assets equal to or greater than 35% of the total assets of the Company and its subsidiaries based on the most recent audited financial statements, will only be approved <b>65% or more of the total</b></p>	<p><b>Clause 2:</b></p> <p>2. Resolutions of the General Meeting of Shareholders on amendment of and supplement to the Charter, on classes of shares and quantity of shares offered for sale; merger, re-organization and dissolution of the Company, Change of the company management structure establishment of subcommittees within the Board of Directors, change of business lines and sectors, investment projects or sales of assets equal to or greater than 35% of the total assets of the Company and its subsidiaries based on the most recent audited financial statements, will only be approved <b>65% or more of the total</b></p>



Current Charter	Amendments and Supplements
<b>votes of the Shareholders who are present at the meeting of the General Meeting of Shareholders.</b>	<b>votes of the Shareholders who are present at the meeting of the General Meeting of Shareholders.</b>
<b>Article 23. Demand for cancellation of resolutions of the General Meeting of Shareholders</b>	
<p>Within ninety (90) days from the date of receipt of a <b>meeting minutes</b> of the General Meeting of Shareholders or the minutes of results of counting written opinion forms at the General Meeting of Shareholders, Shareholders, groups of Shareholders stipulated at Clause 2 Article 115 of Law on Enterprise shall have the right to request a court or an arbitration to consider and cancel a resolution of the General Meeting of Shareholders in the following cases:</p> <ol style="list-style-type: none"> <li>1. The formality and procedures for convening a meeting of the General Meeting of Shareholders <b>did not comply with</b> the Law on Enterprises and this Charter, except for the case stipulated at Clause 2 Article 152 of Law on Enterprise.</li> <li>2. The content of the resolution breached the Law or this Charter.</li> </ol> <p>In case where a resolution of the General Meeting of Shareholders is cancelled in accordance with a decision of a court or an arbitration, the convenor of a meeting of the General Meeting of Shareholders at which such resolution is cancelled may consider re-organizing the General Meeting of Shareholders within thirty (30) days in accordance with the sequence and procedures stipulated in the Law on Enterprise and this Charter.</p>	<p>Within ninety (90) days from the date of receipt of a <b>meeting minutes</b> of the General Meeting of Shareholders or the minutes of results of counting written opinion forms at the General Meeting of Shareholders, Shareholders, groups of Shareholders stipulated at Clause 2 Article 115 of Law on Enterprise shall have the right to request a court or an arbitration to consider and cancel a resolution of the General Meeting of Shareholders in the following cases:</p> <ol style="list-style-type: none"> <li>1. The formality and procedures for convening a meeting of the General Meeting of Shareholders <b>did not comply with</b> the Law on Enterprises and this Charter, except for the case stipulated at Clause 2 Article 152 of Law on Enterprise.</li> <li>2. The content of the resolution breached the Law or this Charter.</li> </ol> <p>In case where a resolution of the General Meeting of Shareholders is cancelled in accordance with a decision of a court or an arbitration, the convenor of a meeting of the General Meeting of Shareholders at which such resolution is cancelled may consider re-organizing the General Meeting of Shareholders within thirty (30) days in accordance with the sequence and procedures stipulated in the Law on Enterprise and this Charter.</p>
<b>Article 28. Meetings of the Board of Directors</b>	
<p><b>Clause 1:</b></p> <ol style="list-style-type: none"> <li>1. Initial meeting of a new term of the Board of Directors in order to elect a Chairperson and to pass other resolutions within its authority must be conducted within seven (07) working days from the date of completing the election of the Board of Directors for that term. Such a meeting shall be convened by the member who obtains the highest number of votes. If two or more members obtain the same highest number of votes, such members shall <b>elect a person</b> amongst them to convene the meetings of the Board of Directors <b>by a majority vote.</b></li> </ol>	<p><b>Clause 1:</b></p> <ol style="list-style-type: none"> <li>1. Initial meeting of a new term of the Board of Directors in order to elect a Chairperson and to pass other resolutions within its authority must be conducted within seven (07) working days from the date of completing the election of the Board of Directors for that term. Such a meeting shall be convened by the member who obtains the highest number of votes. If two or more members obtain the same highest number of votes, such members shall <b>elect a person</b> amongst them to convene the meetings of the Board of Directors <b>by a majority vote.</b></li> </ol>
<b>Article 28. Meetings of the Board of Directors</b>	
<p><b>Clause 3:</b></p> <ol style="list-style-type: none"> <li>3. Extraordinary meetings: The Chairperson must convene meetings of the Board of Directors,</li> </ol>	<p><b>Clause 3:</b></p> <ol style="list-style-type: none"> <li>3. Extraordinary meetings: The Chairperson must convene meetings of the Board of Directors,</li> </ol>



Current Charter	Amendments and Supplements
shall not be delayed without a legitimate reason, when any of the following subjects makes a written request specifying the purpose of the meeting and the issues to be discussed: a. Independent member of the Board of Directors; b. General Director or at least another five (05) Executives; c. At least two (02) members of the Board of Directors.	shall not be delayed without a legitimate reason, when any of the following subjects makes a written request specifying the purpose of the meeting and the issues to be discussed: a. Independent member of the Board of Directors; b. General Director or at least another five (05) Executives; c. At least two (02) members of the Board of Directors.
<b>Article 38. Appointment, dismissal, rights and responsibilities of General Director</b>	
<b>Clause 4:</b> 4. Dismissal: Board of Directors may <b>dismiss</b> the General Director when majority members of the Board of Directors with the voting rights approve for it and appoint a new General Director as replacement.	<b>Clause 4:</b> 4. Dismissal: Board of Directors may <b>dismiss</b> the General Director when majority members of the Board of Directors with the voting rights approve for it and appoint a new General Director as replacement.
<b>Article 58. Effective date</b>	
<b>Clause 1:</b> This Charter consists of 58 Articles, approved by the General Meeting of Shareholders of REE Corporation amended, supplemented, and approved together with the context of this Charter entering into force at the General Meeting of Shareholders on <b>March 29<sup>th</sup>, 2024</b> .	<b>Clause 1:</b> This Charter consists of 58 Articles, approved by the General Meeting of Shareholders of REE Corporation amended, supplemented, and approved together with the context of this Charter entering into force at the General Meeting of Shareholders on <b>April 1<sup>st</sup>, 2025</b> .

The AGM approved as follows:

Approval	375,167,688 voting rights	Equivalent to 100% of the total voting rights attending the AGM
Disapproval	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM
Other opinion	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM

#### **Issue 9: Proposal on relinquishing of Board Member**

The AGM approved relinquishing the role of Board Member of Huynh Thanh Hai effectively at the conclusion of the AGM on April 1<sup>st</sup>, 2025.

The AGM approved as follows:

Approval	375,167,688 voting rights	Equivalent to 100% of the total voting rights attending the AGM
Disapproval	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM
Other opinion	0 voting rights	Equivalent to 0% of the total voting rights attending the AGM





## APPENDIX

*(Attached to the Minutes of the Annual General Meeting of Shareholders for the fiscal year 2024 No. 01/2025/DHĐCĐ-REE dated April 1<sup>st</sup>, 2025 of REE Corporation)*

The Chairman and the representative of the Company's Board of Management answered all questions and discussed issues related to the main contents for shareholders directly at the Meeting.

The following are some of the key discussion points:

No.	Questions	Answers
1	The growth target for REE Energy's capacity: an additional 100 MW in 2025, and by 2035: 5,000 MW. Does this mean increasing the capacity owned by REE from 1,016 MW or increasing the total installed capacity of 2,845 MW?	Madam Thanh: Regarding energy development, in the report, we mentioned that in 2025, a 48MW wind power plant will be completed, expected to generate electricity in November 2025. In addition, a 30MW hydropower plant is expected to be completed in the third quarter of 2026 and officially generate electricity in early 2027. This year, we are hopeful to win the 176 MW project bid and plan to complete all procedures and enter the construction phase, with electricity generation expected in Q4/2026. The 5,000 MW capacity by 2035 is a target we expect to achieve and is feasible, meaning we will develop an additional 4,000 MW from now until 2035.
2	Does REE plan to continue increasing its ownership ratio at Su Pan 2 Hydropower JSC or divest?	Madam Thanh: Once we have invested, we will continue to operate and currently have no plans to divest. However, if a project or partner is not suitable, or if the project is too small and cannot expand its capacity, we will consider divestment to look for larger-scale projects.
3	With the development of 3 wind power projects of 176 MW and waste-to-energy projects of 40 MW in Cu Chi, will REE plan to sell under DPPA or to EVN?	Madam Thanh: New capacity plants such as wind power and waste-to-energy are projects in the plan to sell to EVN. The price offered is much lower than before, about 1,913 VND/kwh. However, thanks to the investment rate being significantly lower than before, with that electricity price, the IRR is about 10%, if operated skillfully, it can increase by a few percent.  The company is approaching some large foreign users and they are also proactively approaching, introducing the basic conditions of the contract. The two sides need each other, they need the proportion of clean energy in the service products and REE needs to release capacity.
4	What is the M&A situation and the possibility of increasing ownership ratio in companies such as Song Ba Ha Hydropower JSC (SBH), Mien Trung Hydropower JSC (CHP), Thac Mo Hydropower JSC (TMP)?	Madam Thanh: If the Genco divest, REE will consider acquiring, but it depends on the profitability. Typically, when the State divests, the valuation is very high, with returns of only around 5-6%, which is below investors' expectations. That's why recent state divestments have not been successful. I hope the State will take a different approach, such as divesting at a more reasonable price to reinvest in nuclear power or LNG power. The State also needs to invest in the transmission system to accommodate the large power supply from renewable energy sources.

5	Does REE have plans to equitize its member companies? Which business division will be equitized first?	Madam Thanh: We have absolutely no plans to privatize any of our business divisions. REE's assets must remain intact to create a solid foundation that brings the highest benefits to our shareholders.
6	For orientation for developing new wind and solar power capacity, will REE sell according to 2 mechanisms: sell to EVN and DDPA or only focus on DPPA?	<p>Madam Thanh:</p> <ul style="list-style-type: none"> <li>- For new capacity development projects, including wind and solar power, we currently have two power sale mechanisms: EVN and DPPA. However, there are also some projects that are not in this capacity group but have been registered by REE in the revised Power Development Plan 8.</li> <li>- REE has also registered some DPPA projects to sell power directly to large customers. REE has contacted some very large foreign customers, and they have also proactively approached REE. We have signed a memorandum of understanding (MOU) with a very large Vietnamese customer, and REE's working style is very suitable for their needs. This customer wants to cooperate with REE to increase the rate of clean energy use in their products and services. REE is currently actively implementing upcoming projects, after the revised Power Development Plan 8 is approved.</li> </ul>
7	For LNG projects, will REE be an investor or a contractor?	<p>Madam Thanh: Some investors have approached REE with proposals. However, we believe that forming a partnership requires careful consideration of multiple factors from both sides. Overall, we are evaluating our own capabilities to determine whether we are adequately prepared or not.</p> <p>REE may invest, but whether we take on the role of a main contractor or a subcontractor still needs to be assessed. One thing is certain: REE will participate in the M&amp;E installation segment, as we see it as a significant revenue-generating activity.</p>
8	Recently, Vingroup has submitted an official letter to the Prime Minister regarding its participation in the development of renewable energy with a scale of approximately 15–20 GW. How does the Board of Directors evaluate the impact of this on REE?	<p>Madam. Thanh: We believe that every investor has the opportunity to participate in the renewable energy sector, and currently, the selection of investors will be carried out through a bidding mechanism. Vingroup can fully participate in this process.</p> <p>In fact, hundreds of investors have been waiting in line for the past 2-3 years to apply for investment licenses in renewable energy, while also waiting for the approval of Power Development Plan 8 and the issuance of relevant decrees and circulars.</p> <p>Vingroup recognizes that economic development trends require a stable power supply, so they registered to participate. At present, all investors, including Vingroup, are in a waiting phase. REE will continue to closely monitor market developments to achieve its strategic goals.</p>
9	When is the renegotiation of the electricity price for the Thuong Kon Tum plant expected to be completed?	<p>Madam Thanh:</p> <p>Although there is an electricity price framework, we are still negotiating with EVN regarding the price within this framework. The electricity price depends on the IRR set by the government and the investment cost. Different investment costs will lead to different electricity prices. Additionally, we also need to negotiate other</p>



		standards, such as the guaranteed off-take ratio. The electricity price for Thuong Kon Tum is still being negotiated by VSH with EVN to determine a new price.
10	What about offshore and nearshore wind power investments? What is an acceptable IRR?	<p>Madam Thanh:</p> <ul style="list-style-type: none"> <li>- Currently, no offshore wind projects have been assigned to investors. The government plans to designate EVN as the pilot investor, but there has been no specific progress, meaning they are still in the process of calculations and evaluating options.</li> <li>- Regarding nearshore wind power, REE currently has an EPC bidding project, including both at sea and on shore. Currently, we are negotiating prices, making column foundations, and designing onshore construction packages. The investment rate has not been specifically determined. We hope that the selling price to customers (users) will be higher than selling to EVN.</li> </ul> <p>Mr. Mark - currently Chairman of the Asia-Pacific Wind Energy Association, shared about the offshore wind investment rate: The Government is currently considering a one-phase implementation plan for the 500 MW project. The Global Energy Council is working closely with them on this process. This is a large investment, requiring careful discussion with the management board and appropriate risk management measures.</p>
11	This year, it is expected to sell high-rise apartment land in Bo Xuyen, Thai Binh, and the expected profit after tax is 156 billion dong. Does this profit include the sale of villas or just the sale of that land?	Madam Thanh: This year, we will record profits from selling high-rise apartment land. Villas, shophouses, etc. are also in the plan to sell and continue to record revenue and profits.
12	Regarding expanding the data center segment, will REE focus on being an M&E contractor or will REE be an investor for data centers?	Madam Thanh: Regarding data centers, we do not have a clear understanding yet, and have not considered investing in leasing. Initially, we can invest in infrastructure, or just participate as a contractor for building the facilities.
13	The investment in VIB is approximately 700 billion dong. Does the Board of Directors plan to divest this investment this year?	Mr. Thai Binh: At the end of 2022, REE invested approximately 700 billion VND in VIB shares. In 2025, VIB still aims for double-digit growth, maintaining an ROE of 20% and dividends of 21%. Therefore, REE currently has no intention of selling its VIB shares and intends to hold this investment for as long as possible to maximize benefits for shareholders. Currently, the investment in VIB has helped REE earn approximately 60% on the original purchase price.
14	What are the business results for Q1/2025 and the forecast for the business environment in 2025?	Madam Thanh: The business environment in 2025 is very promising as the government is providing more favorable legal conditions and is keen on fostering development, creating a very positive environment. The results for Q1 this year will not be worse but will improve compared to the same period last year. Among them, the electricity sector is performing well, and the water sector is showing progress, although the selling price has not yet been increased.

No.: 74 /CĐL.2025

Ho Chi Minh City, April 2<sup>nd</sup>, 2025

## CHANGE IN PERSONNEL

To: The State Securities Commission of Vietnam  
Vietnam Stock Exchange  
Hochiminh Stock Exchange

Pursuant to the Annual General Meeting Resolution No. 02/2025/ĐHĐCĐ-REE dated April 1<sup>st</sup>, 2025 of REE Corporation ("REE"), we would like to announce the change in personnel of REE as follows:

**In case of appointment:**

- Full name : Ashok Ramachandran
- Former position in REE : none
- Newly appointed position in REE : Board Member
- The term : the remaining term of 2023 - 2027
- Effective date : April 1<sup>st</sup>, 2025

**In case of dismissal or resignation:**

- Full name : Huynh Thanh Hai
- Dismissal or Resigned position : Board Member
- Reason : resignation
- Effective date : April 1<sup>st</sup>, 2025

This information was published on the company's website on April 2<sup>nd</sup>, 2025, as in the link:  
[www.reecorp.com](http://www.reecorp.com).

Legal representative  
General Director



Nguyen Thi Mai Thanh



**Phụ lục III / Appendix III**

(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng Bộ Tài chính)  
(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**  
**Độc lập - Tự do - Hạnh phúc**  
**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

Ngày 01 tháng 04 năm 2025

April 1<sup>st</sup>, 2025

**BẢN CUNG CẤP THÔNG TIN**  
**CURRICULUM VITAE**

**Kính gửi:** - Ủy Ban Chứng Khoán Nhà Nước;  
- Sở Giao Dịch Chứng Khoán Tp.Hồ Chí Minh.  
**To:** - The State Securities Commission;  
- Hochiminh Stock Exchange.

- 1/ Họ và tên / Full name: ASHOK RAMACHANDRAN
- 2/ Giới tính / Sex: Nam/ Male
- 3/ Ngày tháng năm sinh / Date of birth:
- 4/ Nơi sinh / Place of birth: Chennai \_\_\_\_\_
- 5/ Số CCCD (hoặc số hộ chiếu) / ID card No. (or Passport No.):  
Ngày cấp / Date of issue: \_\_\_\_\_ Nơi cấp / Place of issue: \_\_\_\_\_
- 6/ Quốc tịch / Nationality: Australian
- 7/ Dân tộc / Ethnic: Indian
- 8/ Địa chỉ thường trú / Permanent residence:
- 9/ Số điện thoại / Telephone number: \_\_\_\_\_
- 10/ Địa chỉ email / Email:
- 11/ Tên tổ chức là đối tượng công bố thông tin / Organisation's name subject to information disclosure rules: Công ty Cổ phần Cơ Điện Lạnh/ REE Corporation
- 12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin / Current position in an organization subject to information disclosure: Thành viên Hội đồng Quản trị / Board Member
- 13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác / Positions in other companies: Không có/ No other position held in Vietnam
- 14/ Số cổ phiếu nắm giữ: 0 cổ phiếu, chiếm 0% vốn điều lệ, trong đó:  
Number of owning shares: 0 shares, accounting for 0% of charter capital, of which:
  - + Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu / Owning on behalf of (the State/strategic investor/other organisation): Not applicable
  - + Cá nhân sở hữu / Owning by Individual: Not Applicable
- 15/ Các cam kết nắm giữ (nếu có) / Other owning commitments (if any): Not Applicable
- 16/ Danh sách người có liên quan của người khai (\*) / List of affiliated persons of declarant (\*):



STT No.	Mã CK Securities symbol	Họ tên Name	Tài khoản giao dịch chứng khoán (nếu có) Securities trading accounts (if available)	Chức vụ tại công ty (nếu có) Position at the company (if available)	Mối quan hệ đối với công ty/ người nội bộ Relationship with the company/ internal person	Loại hình Giấy NSH (*) (CMND/ Passport/ Giấy ĐKKD) Type of documents( ID/Passport/ Business Registration Certificate)	Số Giấy NSH (*)/ NSH No.	Ngày cấp Date of issue	Nơi cấp Place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Address / Head office address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percent age of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ người nội bộ Time the person became an affiliated person/ internal person	Thời điểm không còn là người có liên quan của công ty/ người nội bộ Time the person ceased to be an affiliated person/ internal person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when arising changes related to sections of 13 and 14)	Ghi chú (về việc không có số Giấy NSH và các ghi chú khác) Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	REE	Ashok Ramachandran		Thành viên HĐQT Board Member									01/04/2025		Bổ nhiệm Appointment	
1.01	REE	Pratheebha Venkataramani			Vợ Wife								01/04/2025			
1.02	REE	Ishaan Ashok Iyer			Con Son								01/04/2025			
	REE	Ishita Ashok Iyer			Con Daughter								01/04/2025			



17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có) / Related interest with public company, public fund (if any): Not Applicable

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có) / Interest in conflict with public company, public fund (if any): Not Applicable

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật / I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

**NGƯỜI KHAI / DECLARANT**

(Ký, ghi rõ họ tên / Signature, full name)



ASHOK RAMACHANDRAN

